

EXHIBIT

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**IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION**

LAWRENCE D. RENFROW,

PLAINTIFF,

VS.

WAY SERVICE, LTD.,

DEFENDANT.

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§
§
§

NO. H-04-4470

JURY DEMANDED

DECLARATION OF G. MARK JODON

I, G. Mark Jodon, hereby declare as follows:

1. I am over the age of eighteen (18) and am competent to make this declaration. I have never been convicted of a felony or a crime involving moral turpitude. The facts stated in this declaration are within my personal knowledge and are true and correct.

2. I am a shareholder in the Houston office of Littler Mendelson, P.C. I am licensed to practice law in the State of Texas. I am board certified in labor and employment law by the Texas Board of Legal Specialization.

3. I represent Way Service, Ltd. ("Way Service") in the above-captioned lawsuit filed by Lawrence D. Renfrow ("Renfrow"). My billing rate for services provided by me to Way Service in this matter was \$315.00 per hour until February 2005. In February 2005, my billing rate for services provided by me to Way Service in this matter increased to \$335.00 per hour. The attorneys' fees charged by me in this matter are for legal services provided by me to Way Service and have been reasonable and necessary. In addition to my services, J. Daniel Rodriguez and Allan H. Neighbors, IV, associate attorneys in the Houston office of Littler Mendelson, P.C., have provided services to Way Service in this matter. Mr. Rodriguez's rate is \$270.00 per hour.

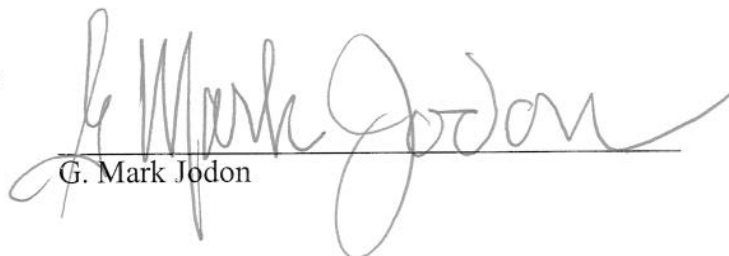
Mr. Neighbors' rate is \$210.00 per hour. Mr. Rodriquez and Mr. Neighbors' services in this matter have been reviewed and supervised by me and the attorneys' fees incurred for services provided by each have been reasonable and necessary.

4. I am one of the custodians of records for the law firm of Littler Mendelson, P.C. Attachment 1 to this declaration are portions of bills sent to my client Way Service for services performed in connection with the above-referenced cause. The excerpted portions represent the expenses incurred defending the above-entitled entitled action. These records are kept by Littler Mendelson, P.C. in the regular course of business, and it was and is the regular course of business of Littler Mendelson, P.C., with knowledge of the act, event, condition, opinion, or diagnosis recorded to make the record or to transmit information thereof to be included in such record; and the record was made at or near the time or reasonably soon thereafter. The records attached hereto are the original or exact duplicates of the original, listing expenses with attorney billing descriptions omitted or redacted.

5. As represented by the bills attached hereto as Attachment 1, I have charged Way Service reasonable and necessary attorneys' fees in the amount of \$18,802.00 for the legal services provided by myself, Mr. Rodriquez, and Mr. Neighbors. This amount is in addition to \$9,489.50 for legal services provided the month of July 2005 that have not yet billed to Way Service. The total amount of attorneys' fees charged and billed to Way Service in this matter to date has been \$28,291.50. All attorneys' fees charged in this matter have been reasonable and necessary.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on August 4, 2005.


G. Mark Jodon

ATTACHMENT

1



INVOICE SUMMARY

DATE: December 20, 2004

CLIENT:

REDACTED

Privileged & Confidential

**CLIENT
MATTER
NUMBER:**

035945.1006

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

**BILLING
ATTORNEY:**

REDACTED

INVOICE:

3047631

Legal Services for the period ending November 30, 2004

Total Fees for Services Rendered

\$4,000.50

Total Disbursements

\$15.00

Total Amount Due This Invoice

\$4,015.50

Payment due upon receipt

LITTLER MENDELSON, P. C. THE NATIONAL EMPLOYMENT & LABOR LAW FIRM[®]
P. O. Box 45547, San Francisco, CA 94145.0547 Phone: 800.264.1031 Fax: 415.399.8490

DATE: December 20, 2004

Invoice No. 3047631

Page 2

CLIENT
MATTER
NUMBER:

035945.1006

CLIENT:

WAY SERVICE LTD.

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

Legal Services for the Period Ending November 30, 2004

Date	Attorney	Description	Hours	Amount
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REDACTED

REDACTED

REDACTED

Total Legal Fees

12.70

\$4,000.50

Fees Summary

Timekeeper		Hours	Rate	Fees
Gerald Mark Jodon	Shareholder	12.70	315.00	4,000.50
Total Legal Fees		12.70		\$4,000.50

Disbursements

Date	Description	Amount
	Fax	15.00

DATE: December 20, 2004

Invoice No. 3047631

Page 3

**CLIENT
MATTER
NUMBER:** 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Total Disbursements

\$15.00

Total Amount Due For This Invoice

\$4,015.50



INVOICE SUMMARY

DATE: January 24, 2005

CLIENT:

REDACTED

CLIENT
MATTER
NUMBER:

035945.1006

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

BILLING
ATTORNEY:

REDACTED

INVOICE:

3053332

Legal Services for the period ending December 31, 2004

Total Fees for Services Rendered

\$2,946.00

Total Disbursements

\$74.99

Total Amount Due This Invoice

\$3,020.99

Payment due upon receipt

DATE: January 24, 2005

Invoice No. 3053332

Page 2

CLIENT
MATTER
NUMBER: 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Legal Services for the Period Ending December 31, 2004

Date	Attorney	Description	Hours	Amount
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REDACTED

REDACTED

REDACTED

DATE: January 24, 2005

Invoice No. 3053332

Page 3

CLIENT
MATTER
NUMBER:

035945.1006

CLIENT:

WAY SERVICE LTD.

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

REDACTED

Total Legal Fees

9.60

\$2,946.00

Fees Summary

Timekeeper		Hours	Rate	Fees
Gerald Mark Jodon	Shareholder	8.40	315.00	2,646.00
J. Daniel Rodriguez	Associate	1.20	250.00	300.00
Total Legal Fees		9.60		\$2,946.00

Disbursements

Date	Description	Quantity	Rate	Amount
	Duplication	289	0.15	43.35
	Fax	9	1.50	13.50
	Postage			18.14
Total Disbursements				\$74.99

Total Amount Due For This Invoice**\$3,020.99**



INVOICE SUMMARY

DATE: February 21, 2005

CLIENT:

REDACTED

CLIENT
MATTER
NUMBER:

035945.1006

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

BILLING
ATTORNEY:

REDACTED

INVOICE: 3058665

Legal Services for the period ending January 31, 2005

Total Fees for Services Rendered

\$1,046.00

Total Disbursements

\$106.60

Total Amount Due This Invoice

\$1,152.60

Payment due upon receipt

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P. O. Box 45547, San Francisco, CA 94145.0547 Phone: 800.264.1031 Fax: 415.399.8490

DATE: February 21, 2005

Invoice No. 3058665

Page 2

CLIENT
MATTER
NUMBER: 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Legal Services for the Period Ending January 31, 2005

Date	Attorney	Description	Hours	Amount
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REDACTED

REDACTED

REDACTED

DATE: February 21, 2005

Invoice No. 3058665

Page 3

CLIENT
MATTER
NUMBER:

035945.1006

CLIENT:

WAY SERVICE LTD.

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

Total Legal Fees3.20\$1,046.00**Fees Summary**

Timekeeper		Hours	Rate	Fees
Gerald Mark Jodon	Shareholder	1.30	315.00	409.50
Gerald Mark Jodon	Shareholder	1.90	335.00	636.50
Total Legal Fees		3.20		\$1,046.00

Disbursements

Date	Description	Quantity	Rate	Amount
01/24/05	Record/Document Retrieval - - COURTHOUSE NEWS SERVICE 12/30/04 Downloaded copy of document number: H-04- 4470; Lawrence Renfrow v. Way Services Ltd. from USDC Southern District of Texas			38.50
	Duplication	454	0.15	68.10
Total Disbursements				\$106.60

Total Amount Due For This Invoice\$1,152.60



INVOICE SUMMARY

DATE: March 18, 2005

CLIENT:

REDACTED

CLIENT
MATTER
NUMBER:

035945.1006

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

BILLING
ATTORNEY:

REDACTED

INVOICE: 3064425

Legal Services for the period ending February 28, 2005

Total Fees for Services Rendered	\$234.50
Total Disbursements	\$4.80
Total Amount Due This Invoice	\$239.30

Payment due upon receipt

DATE: March 18, 2005

Invoice No. 3064425

Page 2

CLIENT
MATTER
NUMBER: 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Legal Services for the Period Ending February 28, 2005

Date	Attorney	Description	Hours	Amount
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REDACTED

Total Legal Fees

0.70

\$234.50

Fees Summary

Timekeeper		Hours	Rate	Fees
Gerald Mark Jodon	Shareholder	0.70	335.00	234.50
Total Legal Fees		0.70		\$234.50

Disbursements

Date	Description	Quantity	Rate	Amount
	Duplication	32	0.15	4.80

DATE: March 18, 2005

Invoice No. 3064425

Page 3

CLIENT
MATTER
NUMBER: 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Total Disbursements

\$4.80

Total Amount Due For This Invoice

\$239.30



INVOICE SUMMARY

DATE: April 22, 2005

CLIENT:

REDACTED

CLIENT
MATTER
NUMBER:

035945.1006

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

BILLING
ATTORNEY:

REDACTED

INVOICE:

3070520

Legal Services for the period ending March 31, 2005

Total Fees for Services Rendered

\$871.00

Total Disbursements

\$6.76

Total Amount Due This Invoice

\$877.76

Payment due upon receipt

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P. O. Box 45547, San Francisco, CA 94145.0547 Phone: 800.264.1031 Fax: 415.399.8490

DATE: April 22, 2005

Invoice No. 3070520

Page 2

CLIENT
MATTER
NUMBER: 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Legal Services for the Period Ending March 31, 2005

Date	Attorney	Description	Hours	Amount
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REDACTED

Total Legal Fees

2.60

\$871.00

Fees Summary

Timekeeper		Hours	Rate	Fees
Gerald Mark Jodon	Shareholder	2.60	335.00	871.00
Total Legal Fees		2.60		\$871.00

Disbursements

Date	Description	Quantity	Rate	Amount
	Duplication	6	0.15	0.90
	Fax	2	1.50	3.00

DATE: April 22, 2005

Invoice No. 3070520

Page 3

CLIENT
MATTER
NUMBER: 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Postage

2.86

Total Disbursements

\$6.76

Total Amount Due For This Invoice

\$877.76



INVOICE SUMMARY

DATE: May 18, 2005

CLIENT:

REDACTED

**CLIENT
MATTER
NUMBER:**

035945.1006

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

**BILLING
ATTORNEY:**

REDACTED

INVOICE: 3076576

Legal Services for the period ending April 30, 2005

Total Fees for Services Rendered	\$33.50
Total Disbursements	\$14.10
Total Amount Due This Invoice	\$47.60

Payment due upon receipt

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P. O. Box 45547, San Francisco, CA 94145.0547 Phone: 800.264.1031 Fax: 415.399.8490

DATE: May 18, 2005

Invoice No. 3076576

Page 2

CLIENT
MATTER
NUMBER:

035945.1006

CLIENT:

WAY SERVICE LTD.

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

Legal Services for the Period Ending April 30, 2005

Date	Attorney	Description	Hours	Amount
REDACTED				
Total Legal Fees			0.10	\$33.50

Fees Summary

Timekeeper		Hours	Rate	Fees
Gerald Mark Jodon	Shareholder	0.10	335.00	33.50
Total Legal Fees		0.10		\$33.50

Disbursements

Date	Description	Quantity	Rate	Amount
	Duplication	34	0.15	5.10
	Fax	6	1.50	9.00
Total Disbursements				\$14.10

Total Amount Due For This Invoice

\$47.60



INVOICE SUMMARY

DATE: June 22, 2005

CLIENT: WAY SERVICE LTD.

REDACTED

CLIENT
MATTER
NUMBER: 035945.1006

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

BILLING
ATTORNEY:

INVOICE: 3083326

Legal Services for the period ending May 31, 2005

Total Fees for Services Rendered	\$9,670.50
Total Disbursements	\$62.95
Total Amount Due This Invoice	<u>\$9,733.45</u>

Payment due upon receipt

DATE: June 22, 2005

Invoice No. 3083326

Page 2

**CLIENT
MATTER
NUMBER:** 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

Legal Services for the Period Ending May 31, 2005

Date	Attorney	Description	Hours	Amount
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REDACTED

DATE: June 22, 2005

Invoice No. 3083326

Page 3

CLIENT
MATTER
NUMBER: 035945.1006

CLIENT: WAY SERVICE LTD.

MATTER: RENFROW AGE DISCRIMINATION LAWSUIT

REDACTED

Total Legal Fees

31.80

\$9,670.50

Fees Summary

Timekeeper		Hours	Rate	Fees
Gerald Mark Jodon	Shareholder	24.30	335.00	8,140.50
J. Daniel Rodriguez	Associate	2.70	270.00	729.00
Allan Huddleston Neighb	Associate	2.50	210.00	525.00
Debra A. Woodruff	Para-Legal	2.30	120.00	276.00
Total Legal Fees		31.80		\$9,670.50

Disbursements

Date	Description	Quantity	Rate	Amount
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DATE: June 22, 2005

Invoice No. 3083326

Page 4

CLIENT
MATTER
NUMBER:

035945.1006

CLIENT:

WAY SERVICE LTD.

MATTER:

RENFROW AGE DISCRIMINATION LAWSUIT

Date	Description			Amount
05/10/05	Travel-Parking - - G. MARK JODON, 03/02/05 Parking at Courthouse for conference			5.00
	Duplication	296	0.15	44.40
	Fax	2	1.50	3.00
	Postage			10.55
	Total Disbursements			\$62.95

Total Amount Due For This Invoice**\$9,733.45**